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Project Curricular Pathways for Migrants' Empowerment through Sport (CPMES)
602975-EPP-1-2018-1-IT-SPO-SCP

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IO 1 Report on Migrants' Upskilling Needs in Sport



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Introduction

CPMES aims at answering the challenge of social exclusion of migrants in Europe, with a particular focus on addressing the compelling issue of systematic underrepresentation of migrants in non-playing roles within Sport clubs and organizations.

European figures indicate that the youth unemployment rate of native born-offspring of migrants is almost 50% higher than among youths with native-born parents, with migrant youngsters being also more likely to be NEETs (Not in Employment, Education or Training) than youths with no migrant background. In the specific field of Sport, the under-representation of migrants is particularly evident and challenging in their exclusion from positions of authority and from overall representation in non-playing positions.

A key intermediate step in effecting a greater participation of migrants in position of responsibility within Sport organizations is the development of the necessary methodological capacities for the vast audience of operators (Sport Coaches and Trainers) working with the ultimate migrant targets through Sport methods in order for them to be able to convey the varied set of entrepreneurial attitudes, skills and instruments composing the profile of a Sport Manager.

The first step to achieve the aim of the project has been to elaborate a survey to be submitted to sport and migrant stakeholders at the level of each partner country for the purposes of identifying the upskilling needs of migrants. After that, the answers have been processed and the *Report on Migrants' Upskilling Needs in Sport* has been written.



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Two questionnaires have been prepared to collect the answers of migrants (Annex 1) and the answers of sports and migrant stakeholders (Annex 2). The data have been collected in the countries of the consortium partners (Bulgaria, Cyprus, Croatia, Spain, Italy, Sweden and Wales). In total, 359 surveys of migrants and 263 surveys of organizations were collected.

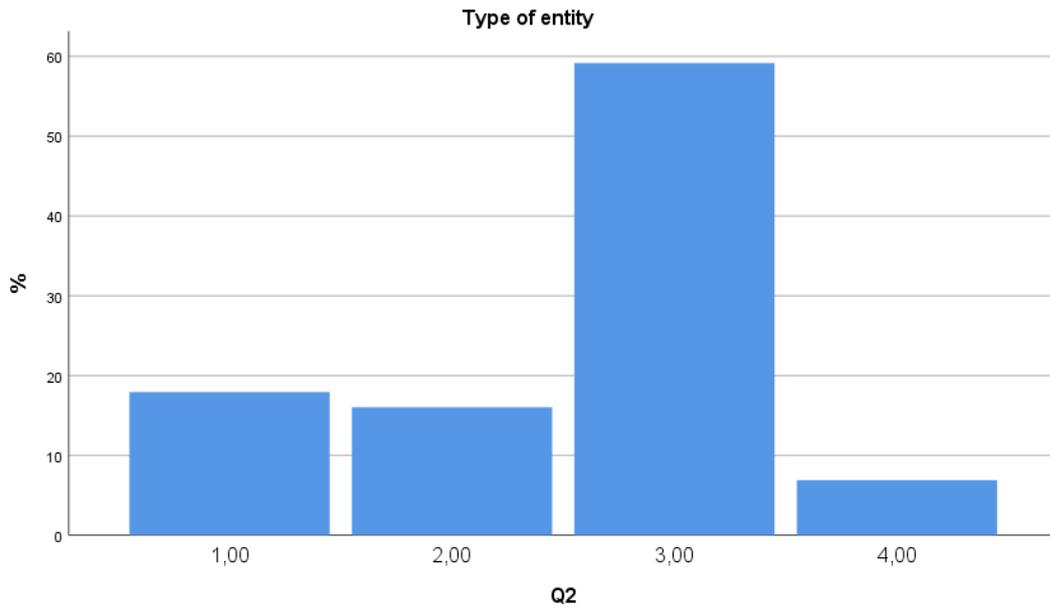
Results

Stakeholder survey

The questionnaire consists of 17 questions (Q). Questions 1-8 try to collect information about the characteristics of the organization. Questions 9-17 gather information regarding the sensitivity of organizations with respect to migrants and their training needs in the field of sports management.

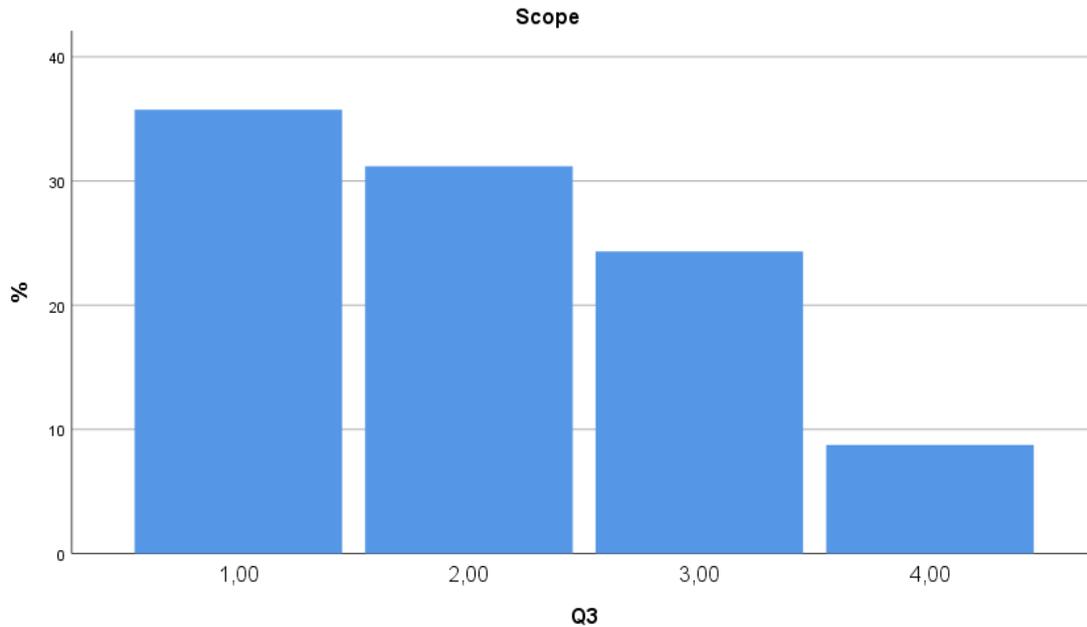
Organizations' characteristics

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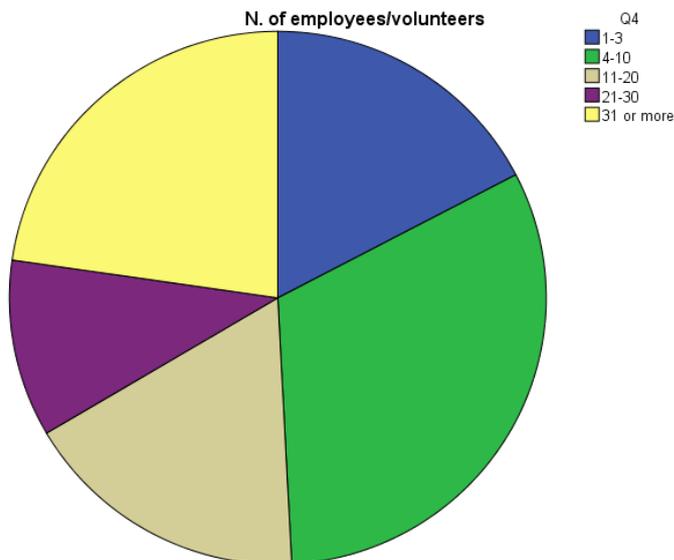


According to the results obtained, it was observed that 58.9% of the organizations that answered were Non-profit, non-governmental organizations. While 17.9% were Government organizations and 16% were For-profit private organizations. The rest (6.8%) was about other types of organizations. Given that the participation of the organizations was voluntary, this fact would show that there is a large number of NGOs concerned with the training of immigrants and social inclusion.

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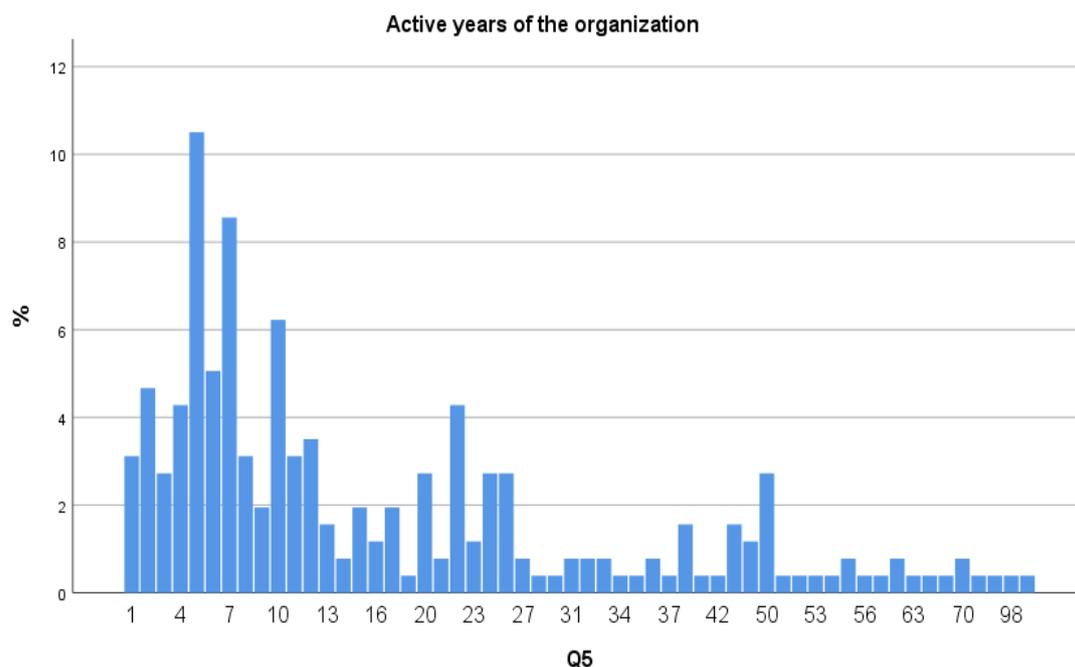


This figure shows that 2/3 of the organizations that responded to the survey were local and regional (bars 1 and 2 respectively), around 25% had a national scope, and only 8.7% were of scope international.



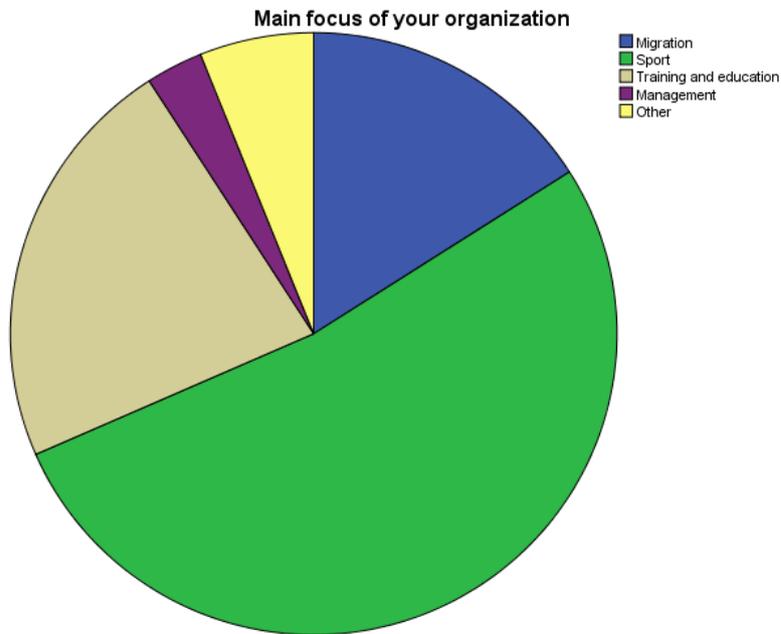
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In the previous sector diagram we observed that half of the organizations approximately (45.3%) were of a small-medium size with less than 10 employees /volunteers, while the other half of the respondents were of medium size (between 11 and 30 employees) or large (more than 30 employees). These results, taken together with those obtained in the previous question (Q3), could be useful when implementing the project. The medium-sized local and regional organizations are the most frequent, and therefore could be the type of target organization in the CPMES project



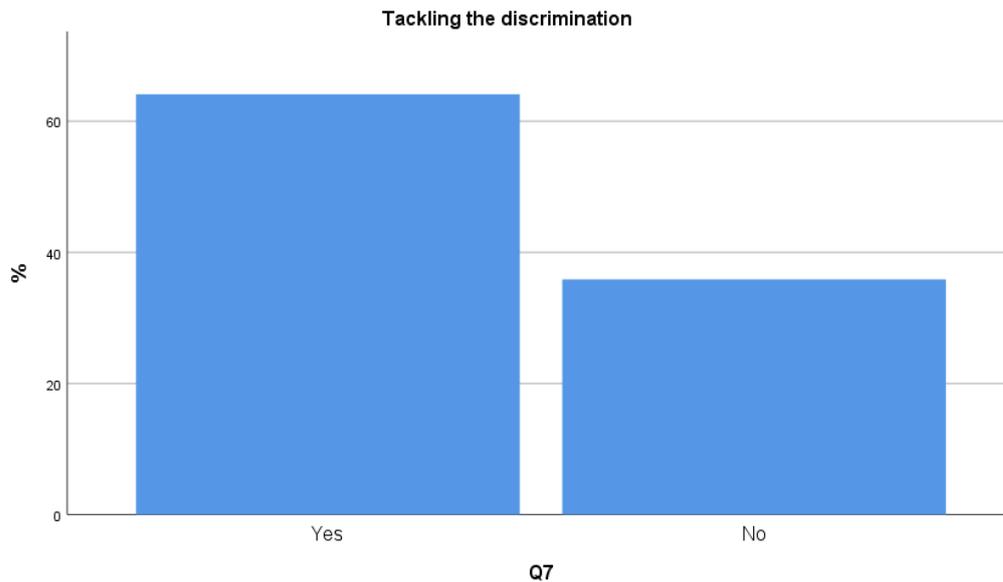
A great disparity is observed when analyzing the data on the time that organizations are active. However, almost 50% of respondents said that their organization has been running for 10 years or less, so they are relatively recent. Currently, a greater number of organizations have emerged. This fact could be a reflection of a greater concern for the challenges facing our society, or as a result of an increase in subsidies and aid for the establishment and development of associations/organizations non-governmental.

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Half of the organizations surveyed (52.5%) has the sport as the main focus of their professional activity. The other half of organizations focus on aspects such as migration (15.6%), education and training (22.4%), management (4%) or others (6%). These results are in accordance with the initial objective of the project to obtain information from sport organizations and non-sport organizations.

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The results obtained in Q7 are quite encouraging given that 63.9% of the organizations surveyed stated that they carry out specific actions to deal with discrimination, so probably the CPMES project will be favorably received by the organizations and so the different actions that are part of the project will be implemented correctly. On the other hand, if we cross the answers of the question Q7 (tackling the discrimination) with the answers of the Q2 (type of entity), Q3 (Scope), Q4 (No. of employees/volunteers) and Q6 (main focus), the following crossed tables are obtained (with a Chi-square value ≤ 0.050)

Q7 * Q2 Cross tabulation

			Q2				Total
			1,00	2,00	3,00	4,00	
Q7	YES	Count	37	25	98	8	168
		% within in Q2	78,7%	59,5%	63,6%	44,4%	64,4%
	NO	Count	10	17	56	10	93
		% within in Q2	21,3%	40,5%	36,4%	55,6%	35,6%
Total	Count		47	42	154	18	261
	% within in Q2		100,0%	100,0%	100,0%	100,0%	100,0%

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Q7*Q3 Cross tabulation

			Q3				Total
			1,00	2,00	3,00	4,00	
Q7	YES	Count	55	57	46	10	168
		% within in Q3	59,1%	69,5%	71,9%	43,5%	64,1%
	NO	Count	38	25	18	13	94
		% within in Q3	40,9%	30,5%	28,1%	56,5%	35,9%
Total	Count		93	82	64	23	262
	% within in Q3		100,0%	100,0%	100,0%	100,0%	100,0%

Q7*Q4 Cross tabulation

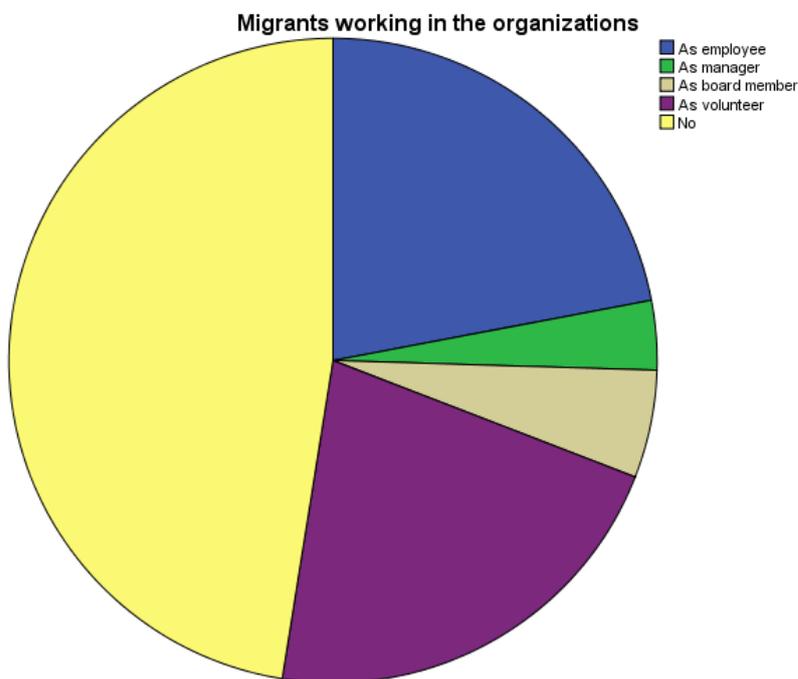
			Q4					Total
			1,00	2,00	3,00	4,00	5,00	
Q7	YES	Count	24	34	26	20	47	151
		% within in Q4	58,5%	44,2%	61,9%	76,9%	85,5%	62,7%
	NO	Count	17	43	16	6	8	90
		% within in Q4	41,5%	55,8%	38,1%	23,1%	14,5%	37,3%
Total	Count			77	42	26	55	241
	% within in Q4			100,0%	100,0%	100,0%	100,0%	100,0%

Q7*Q6 Cross tabulation

			Q6					Total
			1,00	2,00	3,00	4,00	5,00	
Q7	YES	Count	36	72	46	2	12	168
		% within in Q6	85,7%	52,6%	78,0%	25,0%	75,0%	64,1%
	NO	Count	6	65	13	6	4	94
		% within in Q6	14,3%	47,4%	22,0%	75,0%	25,0%	35,9%
Total	Count			137	59	8	16	262
	% within in Q6			100,0%	100,0%	100,0%	100,0%	100,0%

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These results show that the governmental organizations, of regional/national scope, of medium/large size, with their main focus of work focused on migrations and education (regardless of the number of years that they are active) apply the largest number of specific actions to combat discrimination within their organizations. This information could be relevant when evaluating in which organizations it would be more interesting to implement the CPMES project.



When it was analyzed if the organizations had migrants working with them, it was found that 46.8% of the organizations did not have any migrants hired or only had migrants as volunteers (21.3%). Only 21.7 % of the organizations had hired migrants as employees, and in some cases the immigrants had a management position (in less than 10% of the organizations). After making a cross analysis (Q8 * Q7) it was observed that 80% of the



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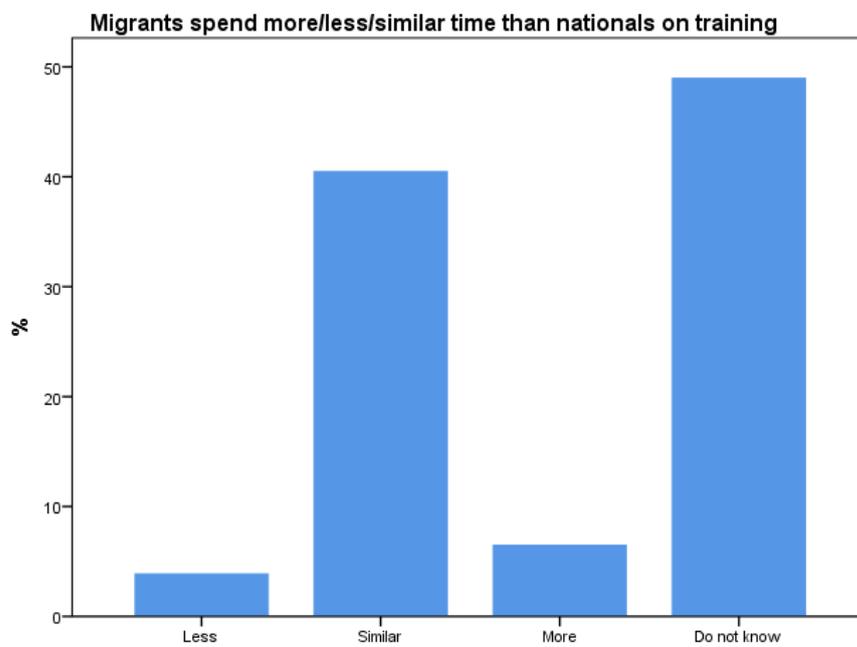
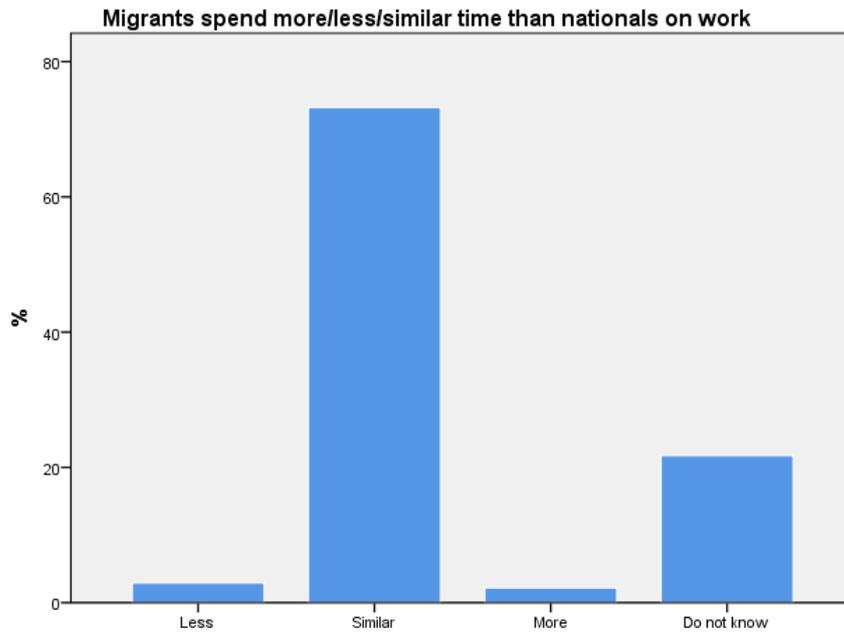
organizations that answered that they did not carry out specific actions to deal with immigration, did not have any migrants in their organizations either.

Migrants' Upskilling Needs in Sport

The organizations were asked about the hours of work and training developed by the migrants over the course of a week, and whether this timetable was similar to that of the nationals who worked in the organization (Q9, Q10, Q11 and Q12). These questions were only answered by those stakeholders who had migrants as staff. The average number of working hours per week of the migrants was 11.8 ± 12.9 hours (mean \pm SD), while the number of training hours was 5.6 ± 6.5 hours (mean \pm SD). These values show that most of the migrants who worked in the organizations surveyed were part-time or working a few hours. These working hours were combined with hours of training

In addition, the following two figures show that migrants spent a similar time to nationals at work and during training hours. Notwithstanding, it must be said that many organizations (49%) did not know the training schedule of the migrants who worked in their organization.

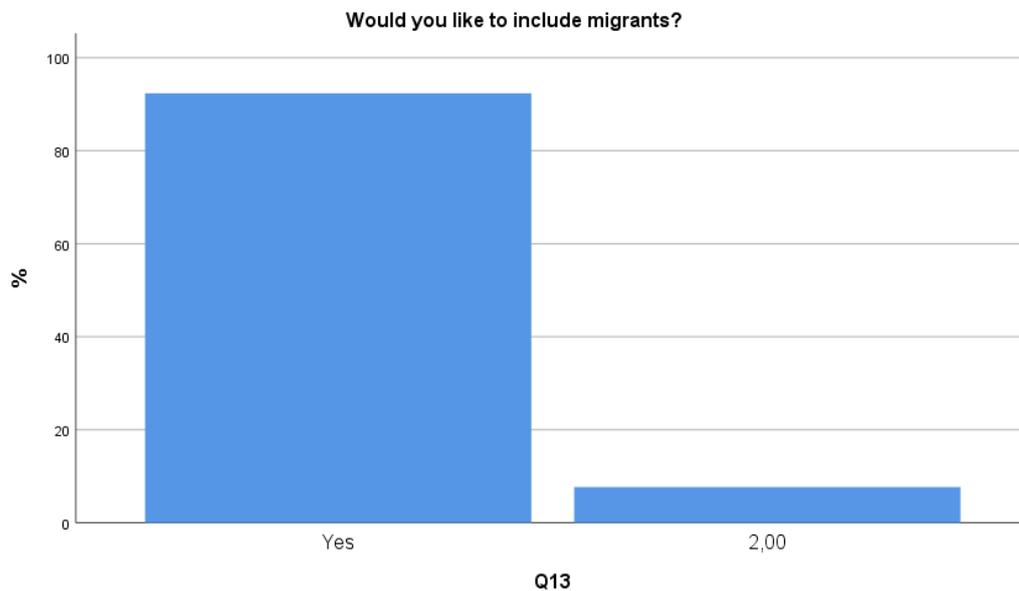
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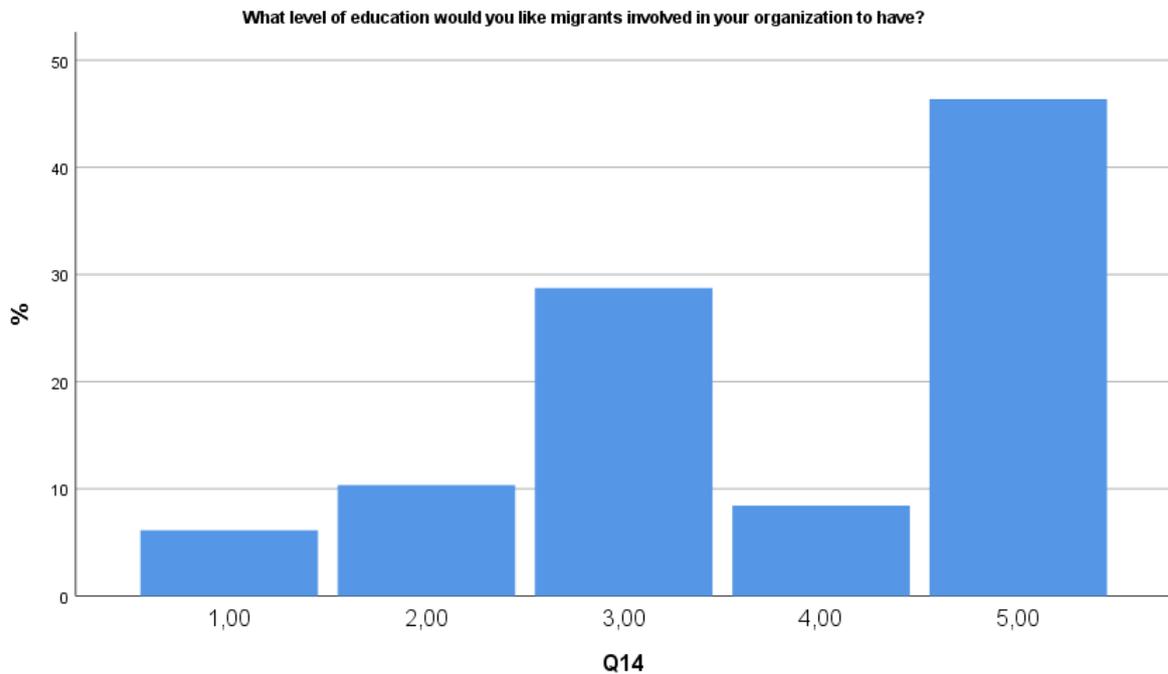


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Regarding to the possibility that organizations could hire migrants (questions Q13 and Q14), most of the organizations (91.6%) stated that they had no problems in including migrants in their organizations, as long as these people had training .

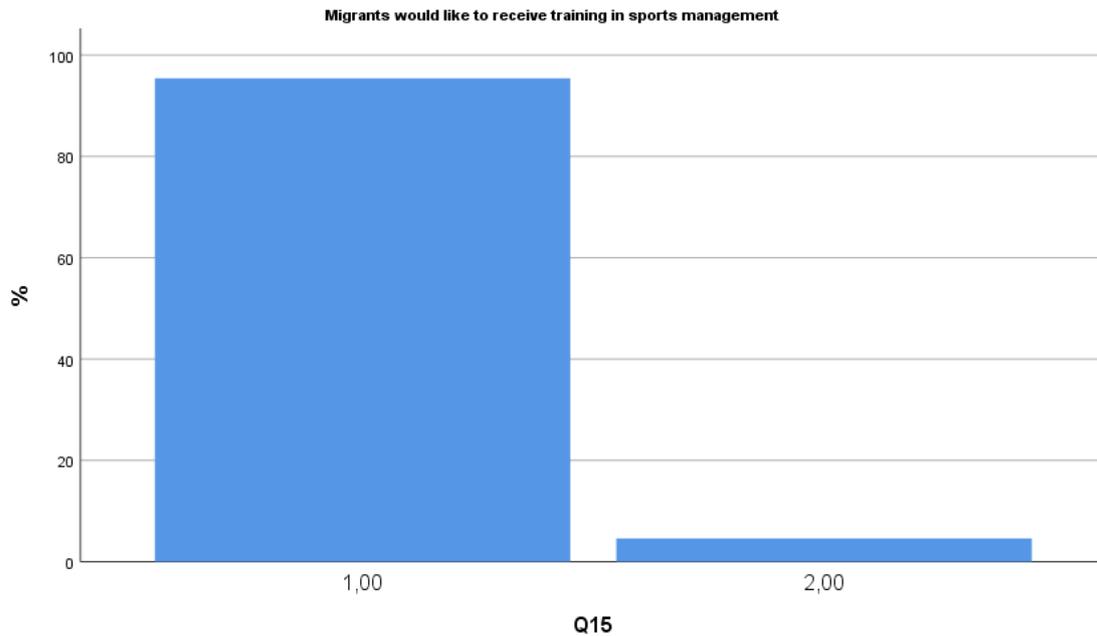


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On the one hand, the 46% of the organizations said that the people hired should have specific training in sports, and 28.5% answered that they had to have university studies (Q14). On the other hand, most of the organizations (94.7%) think that migrants would be interested in receiving sports training (Q15).

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In this sense, organizations consider that migrants should be trained in the following capacities and skills (evaluated by percentage of number of responses):

Language:	32%
Communication:	18%
Entrepreneurial:	12%
Management:	11%
Digital:	9.8%
Marketing:	6.7%
Administrative:	5.2%
Financial:	4%

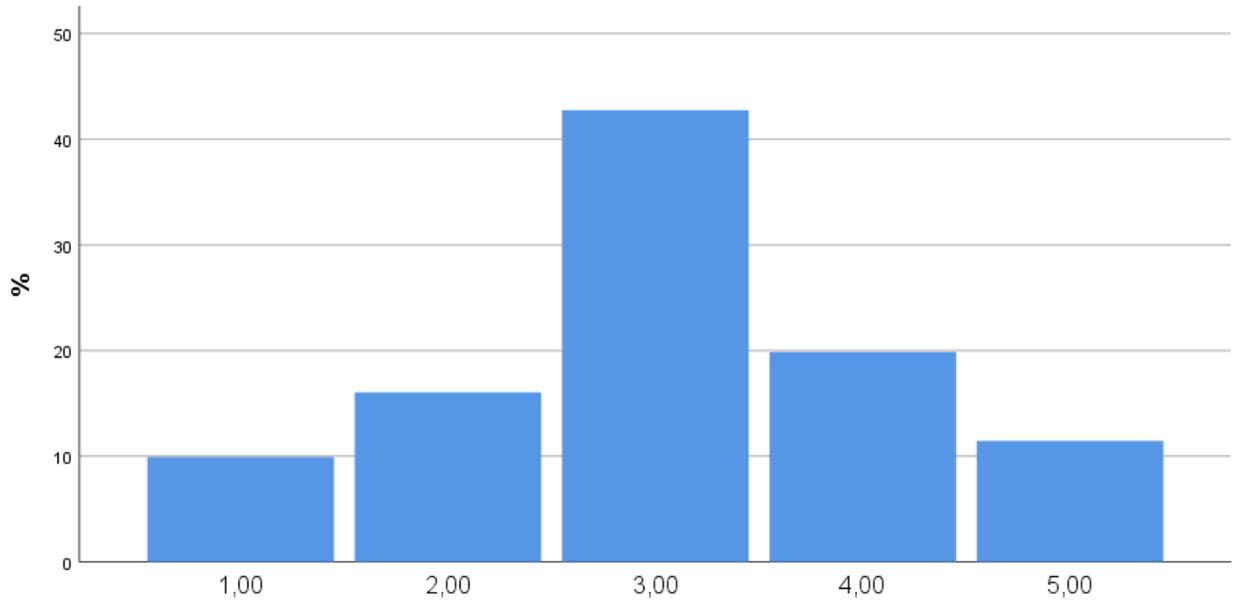
Finally, the results obtained in each of the statements showed in Q17 show that migrants in the field of sport did not have differences with respect to other professional fields (based on the perception of the stakeholders), in relation to:

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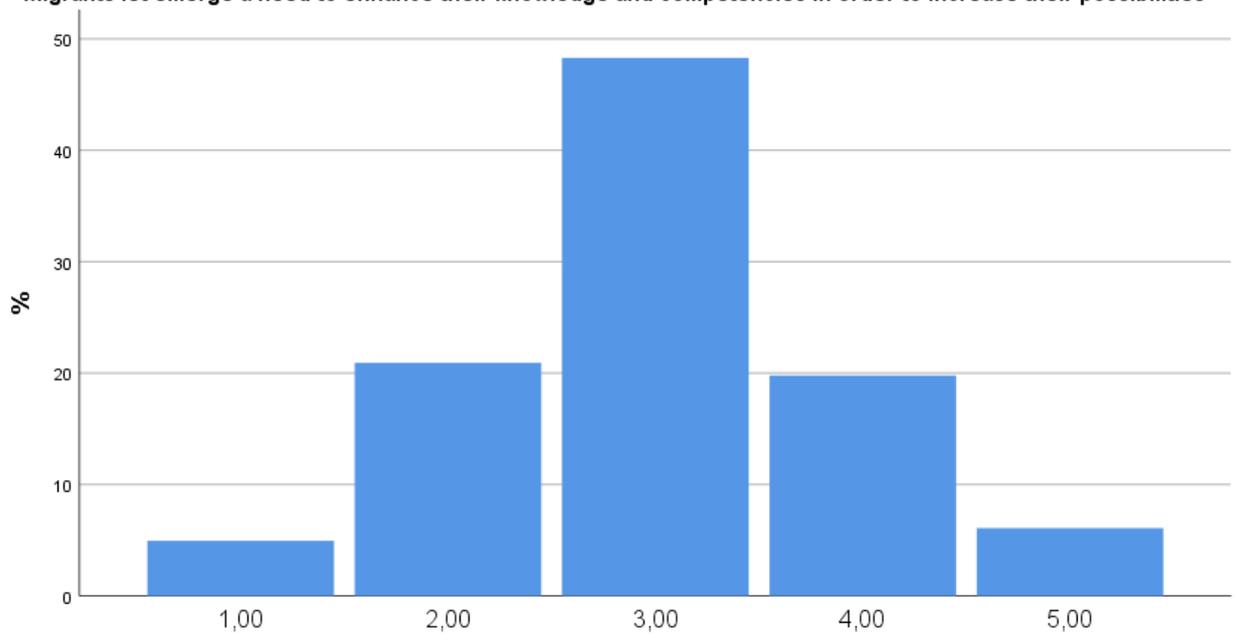


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Social and cultural identities do not emerge as preventing from achieving their goals

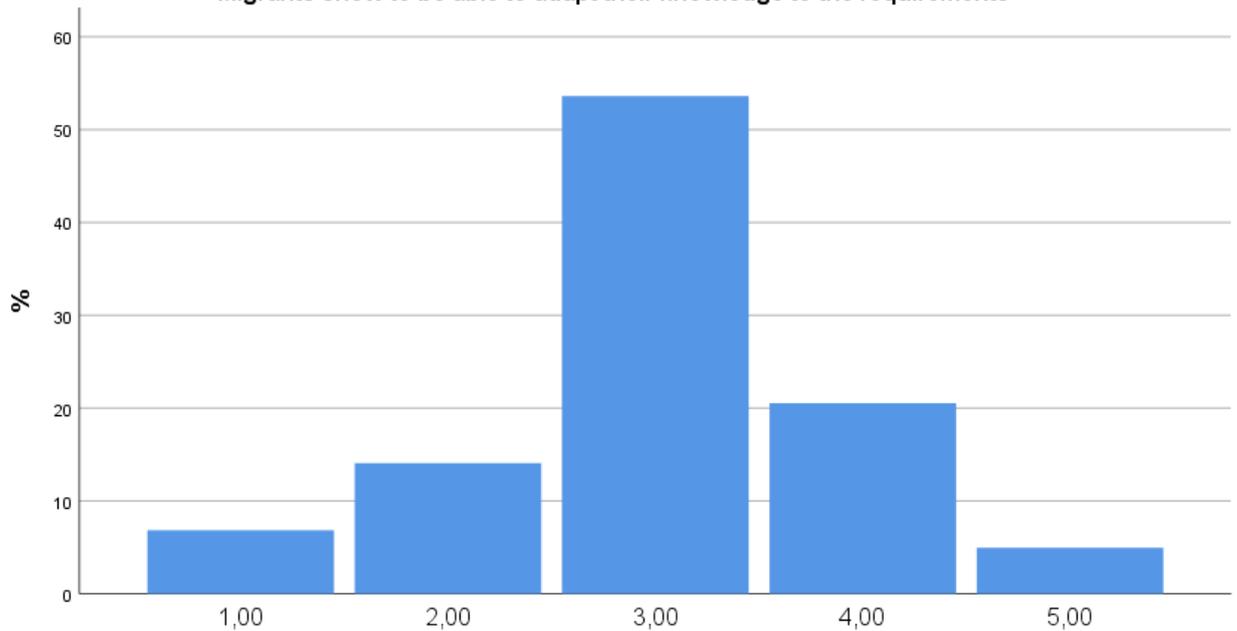


Migrants let emerge a need to enhance their knowledge and competencies in order to increase their possibilities

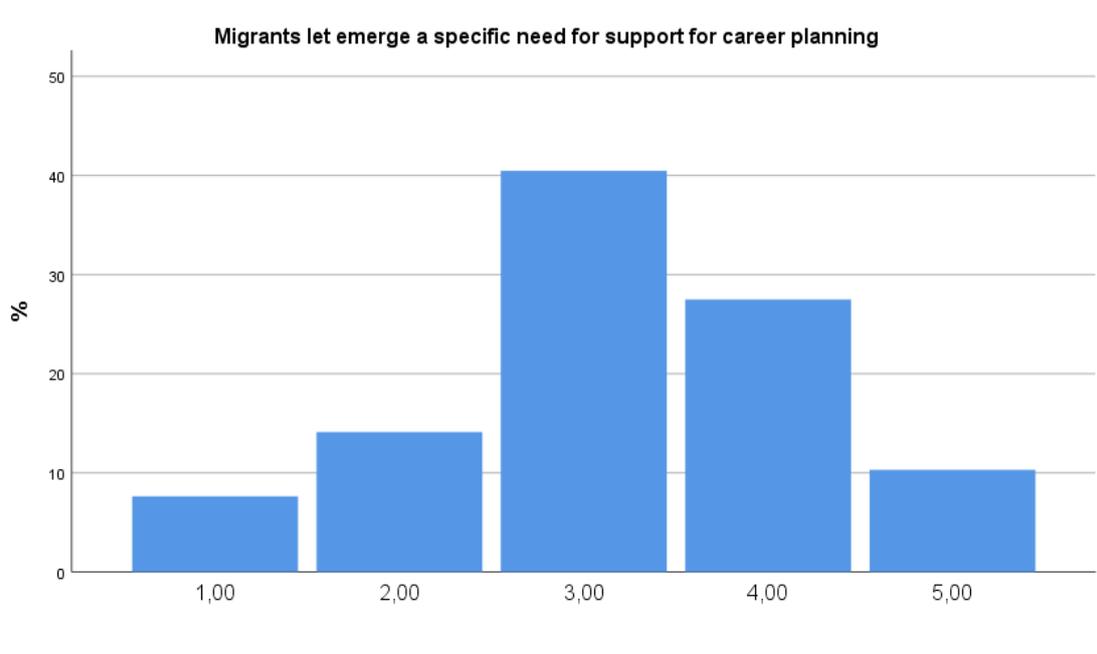


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Migrants show to be able to adapt their knowledge to the requirements



Migrants let emerge a specific need for support for career planning





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Therefore, according to the surveyed stakeholders, the field of sports management is no more or less demanding than any other work environment in terms of requirements and training needs to achieve professional success.

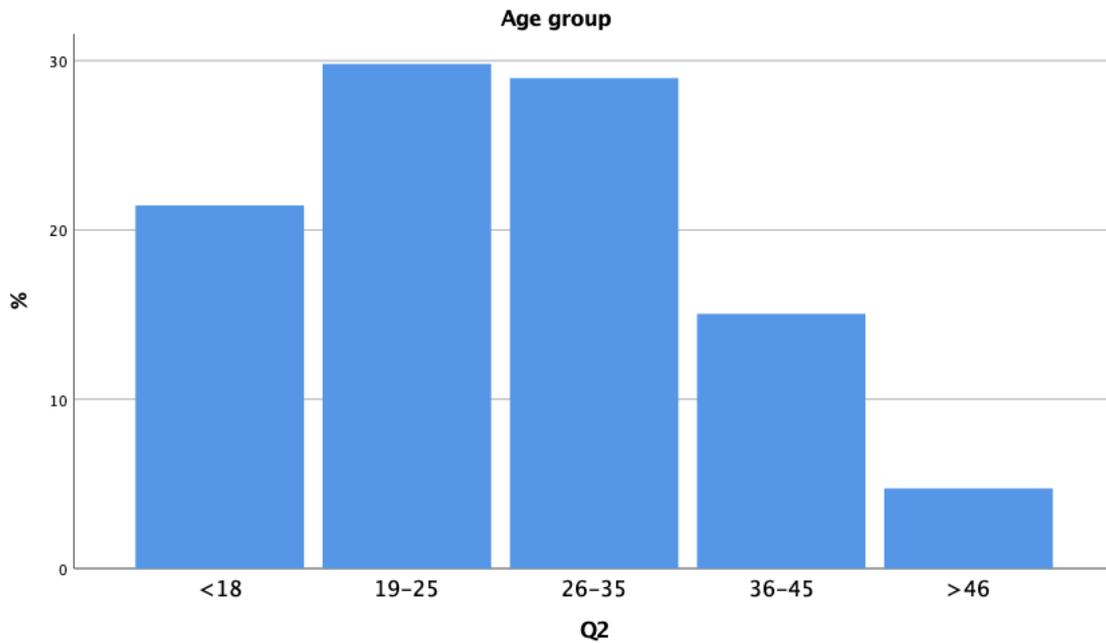
Migrant survey

The questionnaire consisted of 15 questions (Q). Q1-Q4 aimed to get basic information about migrants. Q5-Q8 aimed to obtain information about the educational and linguistic / digital skills level. Q8-Q15 aimed to get information about their current job or training, and their perception about training needs to improve the professional career.

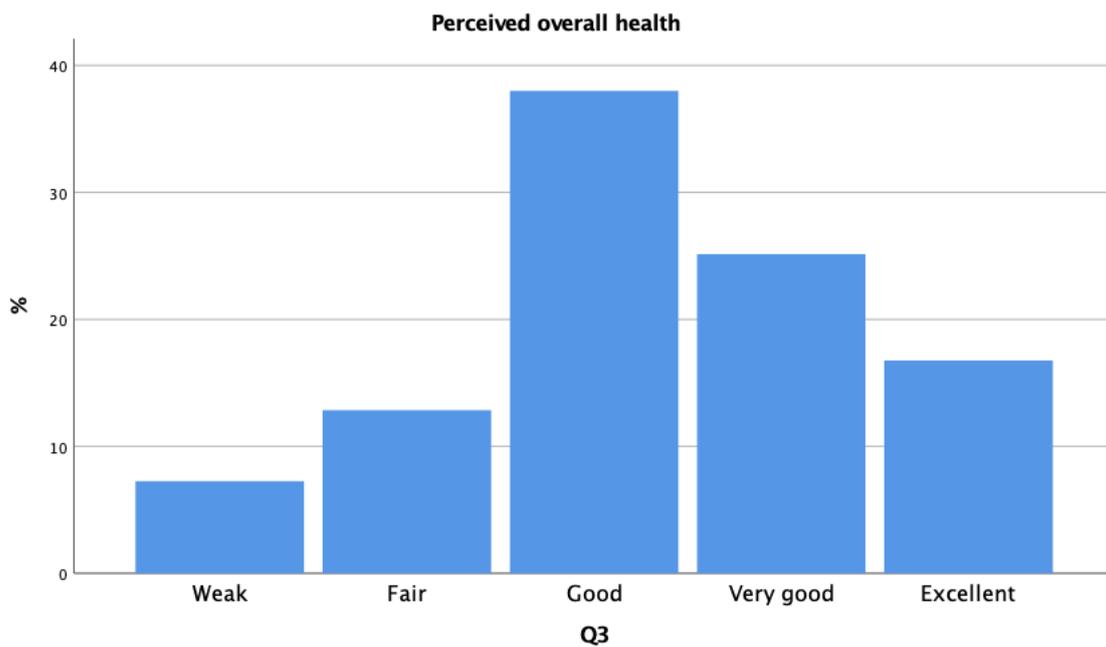
Participants' characteristics

Migrants who participated in the study were 40,4% females and 59,1% males. Grouped by age, they had: 21,4% were under 18 years old, 29,8% were in the range 19-25 years old, 29% in the range 26-35 years old, 15% in the range 36-45 years old and 4,7% were older than 46 years old.

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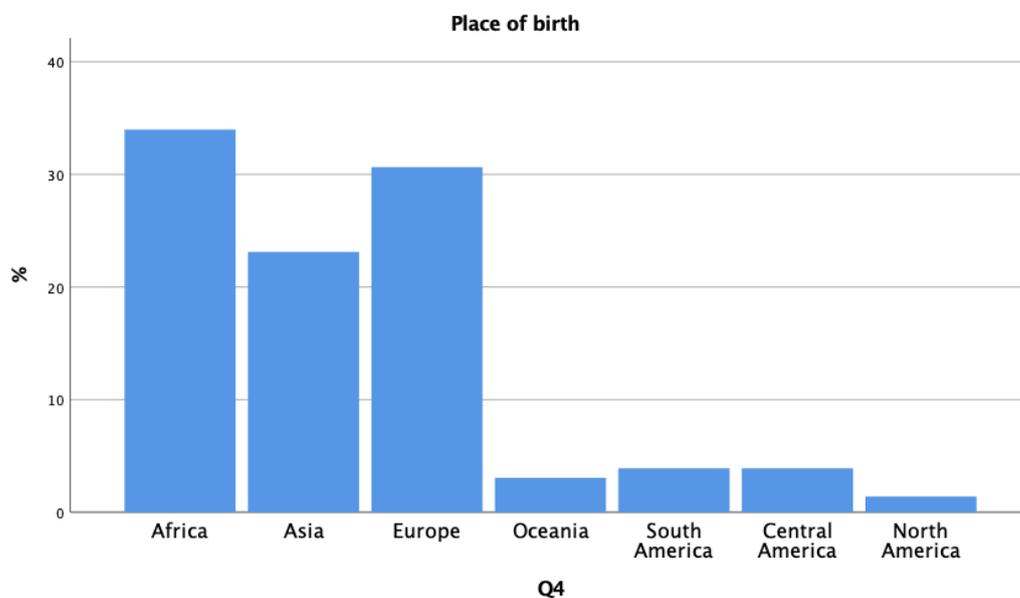


Their perceived overall health was expressed as Weak (7,2%), Fair (12,8%), Good (37,9%), Very good (25,1%) and Excellent(16,7%) (Q3).



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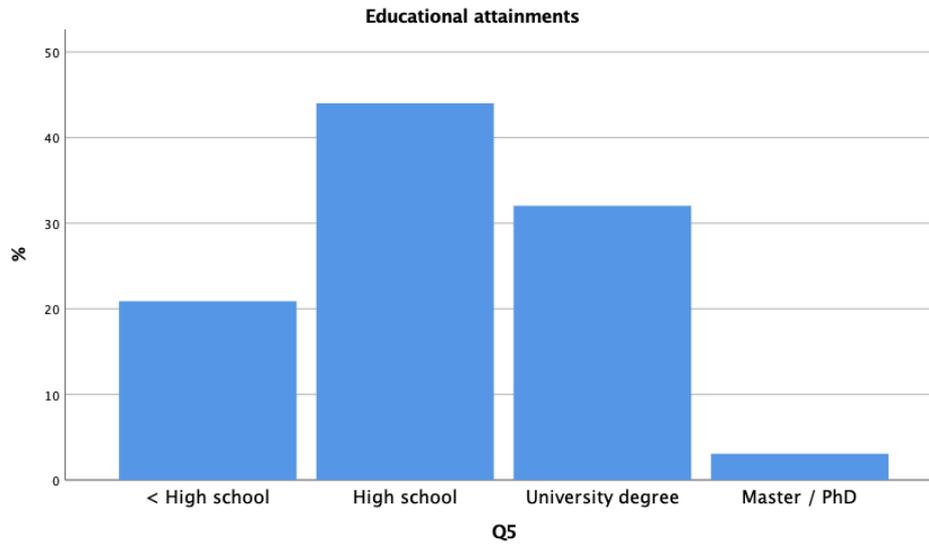
Regarding to place of birth from people involved in the study, most of them came from Africa (34%), Asia (23,1%) or Europe (30,6%). A minority of them came from different places: Oceania (3,1%), South America (3,9%), Central America (3,9%) or North America (1,4%) (Q4).



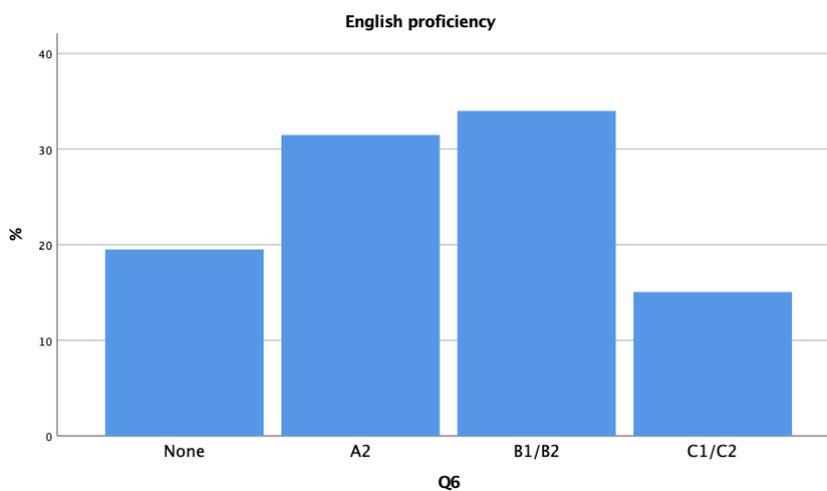
Education and Skills

Results from Q5 shows that migrants do not have masters/PhD studies (3,1%). However, most of them have High school studies (44%) or University studies (32%). It is important to point that % of migrant has an educational attainment lower than high school (20,9%). In a deeper cross-analysis (Chi-squared=0.000), it was observed that Europeans (second- and third-generation) have a higher education, represented 41.7% of those who have university studies, and 54.5% of those who have master's / doctorate studies.

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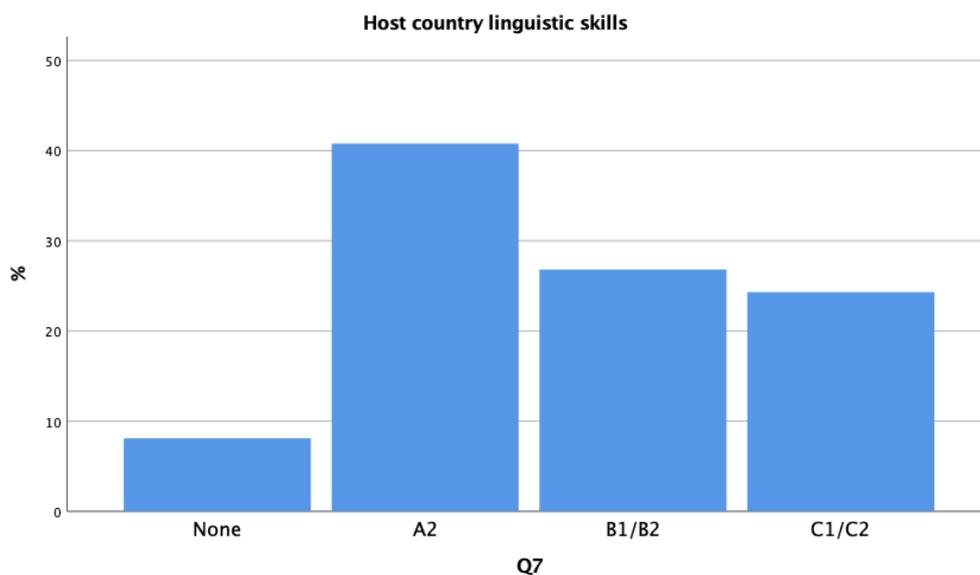


The English proficiency is not bad at all (Q6). Only 19,5% reported no knowledge of English. 31,5 % reported an A2 level, 34% an intermediate level(B1/B2) and 15% an advance level (C1/C2).



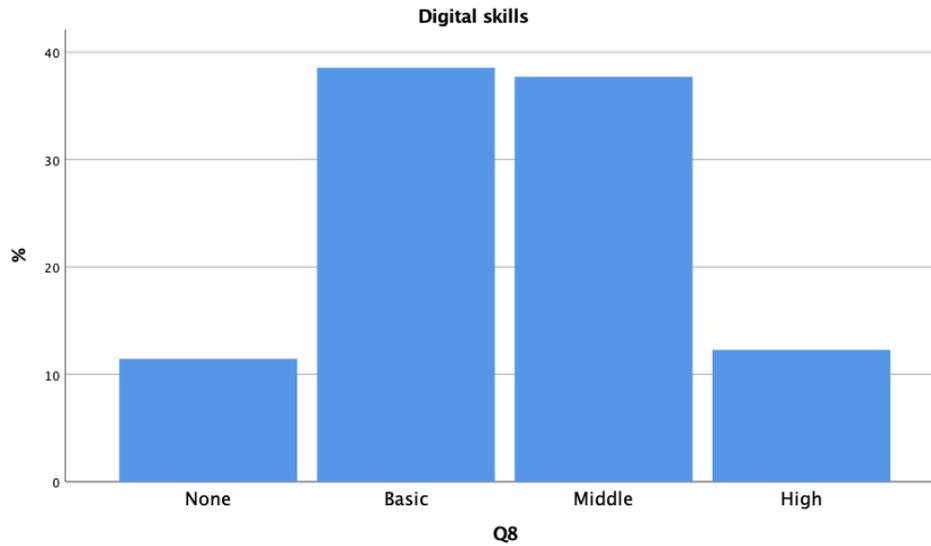
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Regarding to their host country linguistic skills (Q7) results are good. Only 8,1% reported no knowledge. 40,7 % reported an elementary level, 26,7% an intermediate level and 24,2% an advance level.



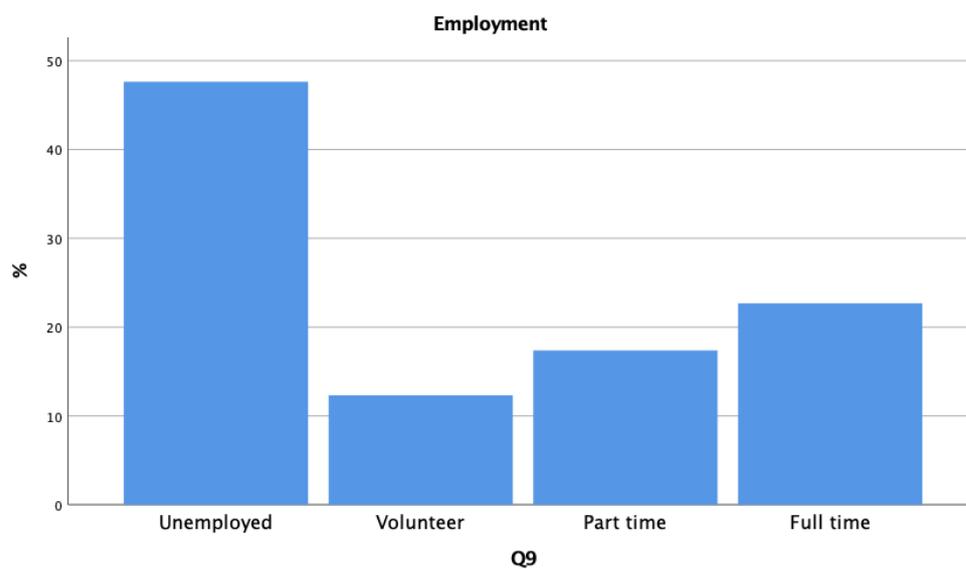
Migrants showed to be good with digital skills (Q8). The majority of them reported basic (38,4%) or middle (37,6%) knowledge, also 12,3% reported high computer skills. However, 11,4% indicated no knowledge about digital skills.

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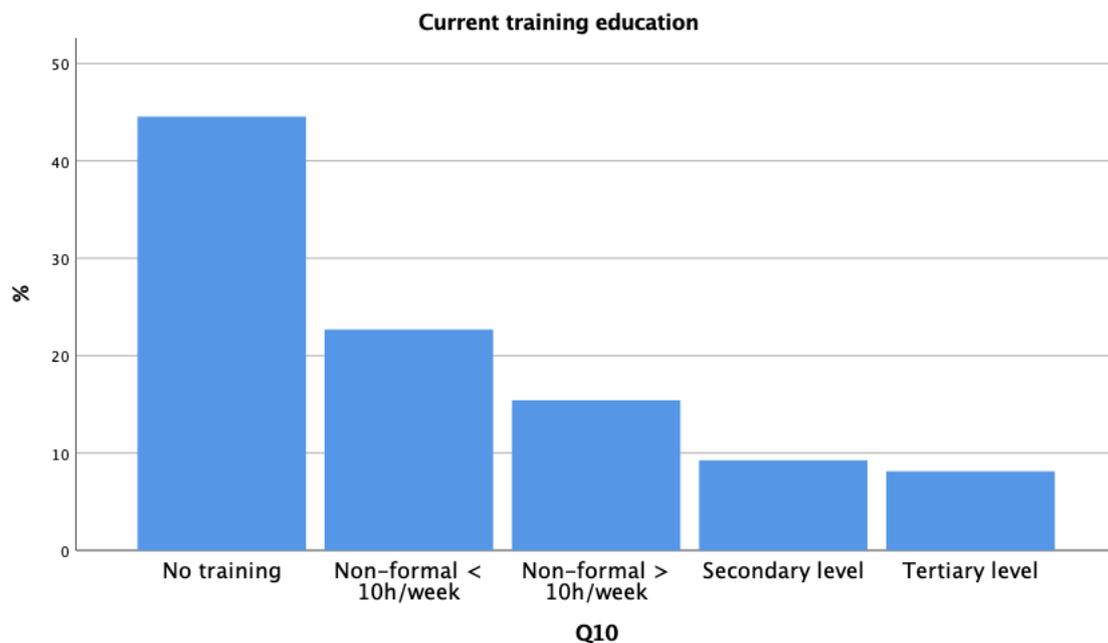
Education and training

It is remarkable that more than half of migrants are unemployed (47,3%) or are volunteers (12,3%). Only 17,3% had a full time job and 22,6% a part time job. (Q9). These data are consistent with those obtained in the organizations survey.



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Regarding to the current training, 44,3% was not taking training, 22,6% received non-formal training less than 10h/week, 15,3% received non-formal training but more than 10h/week. Only 9,2% received formal training in a secondary level and 8,1% in a tertiary level. While it is true that a high percentage of the surveyed population does not receive training, more than half are involved in training activities, both formal and non-formal training.

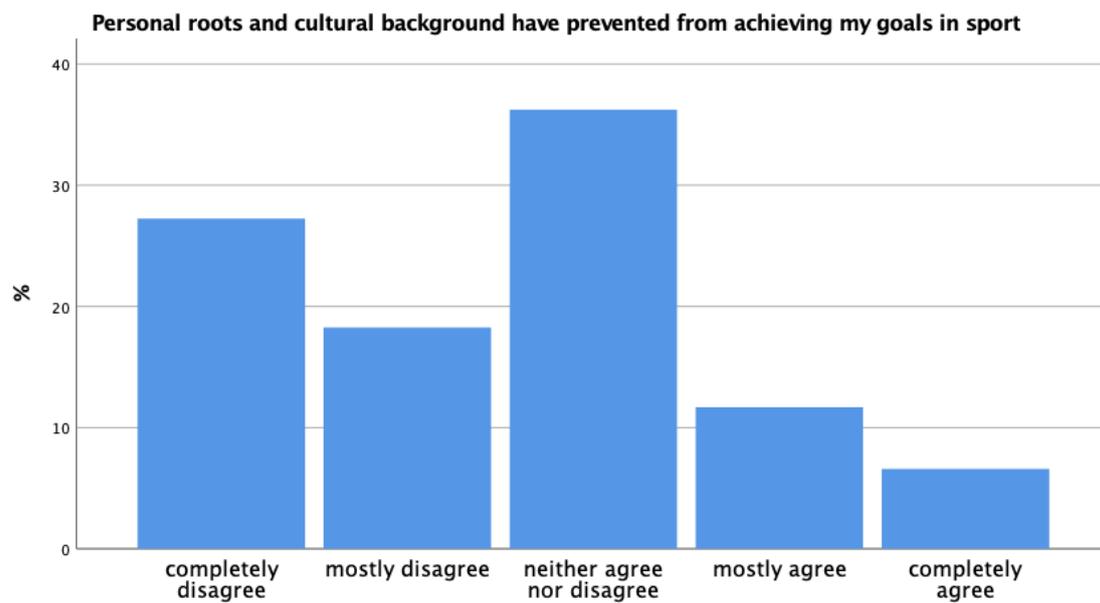
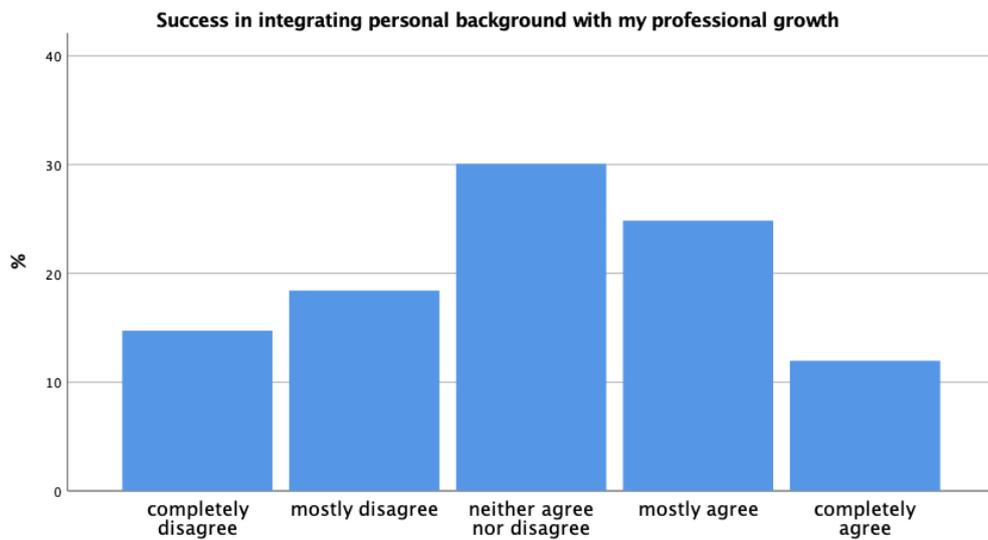


Interesting for CPMES project, is that 78,8 % of migrants had not training in sport management (Q11), but 74,4% of them would like to be trained in sport management (Q12). However, with a cross-analysis based on gender, it is observed that women are less interested in receiving training in sport management than men. In this sense, approximately 1 in 3 women do not want to receive training in sport management.

On the other hand, the results obtained in the migrant questionnaire (Q13) show that only 1 in 3 migrants succeeded in integrating the personal background in their career

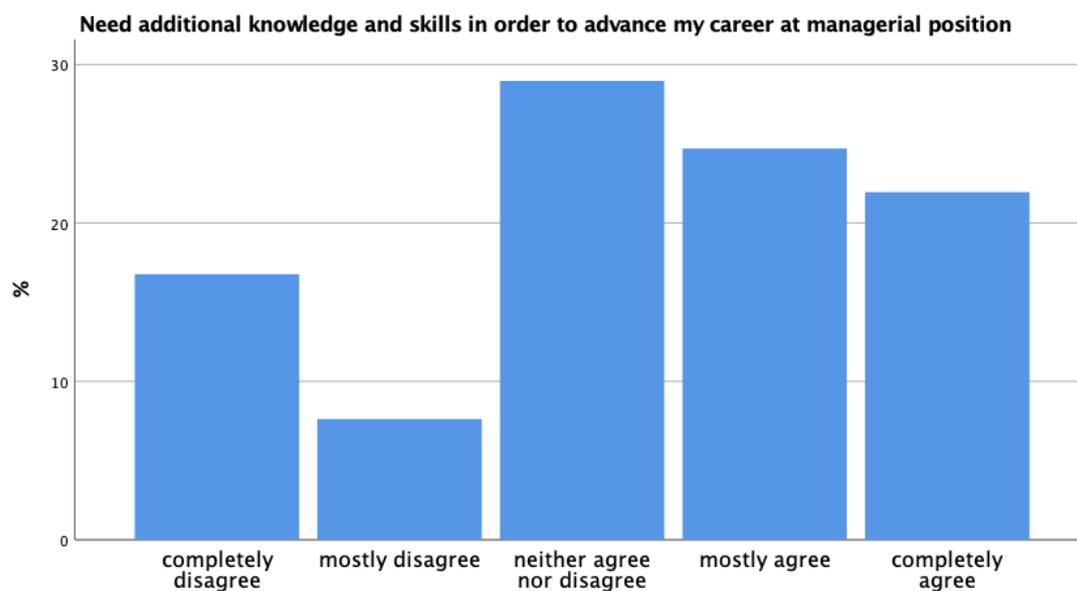
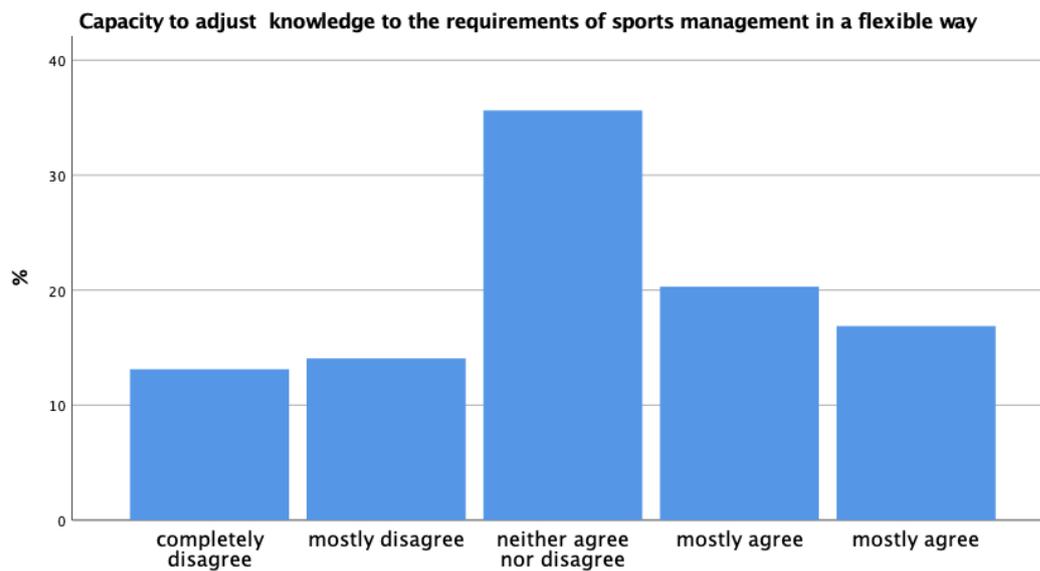
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professions, and also 42.3% said that cultural or personal background prevented them from achieving their goals in sport.



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Moreover, it is interesting to notice that the majority of migrants think that they need additional knowledge and skills to advance in their careers, and that they are flexible to adjust their knowledge to the requirements of sports management.





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In this way, it was previously commented that migrants want to be trained. According to the results (Q14), they want to be trained in the following skills (evaluated by percentage of number of answers):

Language:	19.4 %
Entrepreneurial:	13.9 %
Digital:	13.4 %
Management:	12.3 %
Communication:	12.2 %
Financial:	10.4 %
Marketing:	9.6 %
Administrative:	7.9 %

Finally, the main personal expectations of migrants through their professional career (Q15) are (evaluated by percentage of number of answers):

Earn more money	21.7 %
Ensure a better future for my family	15.5 %
Obtain job stability	13.7 %
Expand my knowledge and training	13.7 %
Integrate fully in society	12.9 %
Obtain a management position	8.21 %
Put into practice the knowledge acquired in my academic training	7.36 %
Beat myself	6.64 %



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Conclusions.

- In general, most of the organizations surveyed are Non-profit, non-governmental Organization, of local and regional scope, of medium size (with less than 20 employees) and less than 10 active years.
- Half of the organizations focus on sport, and the other half are organizations that focus their efforts on migration, as well as education and training.
- 2/3 of the organizations develop specific actions against the discrimination of migrants, especially governmental organizations, of regional / national scope, of medium / large size, with their main focus on migration and education.
- 2/3 of the organizations do not have migrant workers or only have migrant volunteers with them, although most of the organizations are positive for hiring migrants, provided they have university studies and/or specific training in sports.
- The working hours of the migrants in the organizations is small (11.8 ± 12.9 hours per week), although there is great individual variability from one case to another. This fact allows working migrants to combine work hours with training hours (5.6 ± 6.5 hours a week).
- The organizations consider that migrants would like to receive training in sports management, and consider as more important the acquisition of skills in Language, Communication, Entrepreneurial and Management (in this order).
- Based on the experience or perception of stakeholders, sport is not different from other work environments in terms of expectations of professional success, training needs or obstacles to achieve the objectives of migrants. However, most of the migrants interviewed are mostly or completely agree that the cultural or personal background have prevented them from achieving their goals in sport.



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- Most migrants involved in the study were both male and females, under 35 years old, with a good perception of the state of your health, from Africa, Asia and Europe (second and third generation of migrant parents).
- Most of them reported moderate educational attainment, as well as moderate level of language (host country), English proficiency and digital skills. Even though this level of education /skills most of migrants are unemployed or volunteers
- While it is true that a high percentage of the migrants does not receive training, more than half are involved in training activities, both formal and non-formal training.
- They do not have training in sport management but they would like to have it, and migrants feel that they need additional knowledge and skills to advance in their careers.
- Migrants would like to be trained in Language, Entrepreneurial, Digital and Management. These answers are quite similar to those answered by the organizations, with the difference that organizations consider Communication as an area relevant, while migrants do not think that this topic is so interesting, giving more relevance to training in the Digital area.
- The main personal expectations of migrants through their professional career are related earn more money and ensure a better future for their family.



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ANNEXES. QUESTIONNAIRES ON UPSKILLING NEEDS IN SPORTS

ANNEX 1. Questionnaire for stakeholders

Instructions: This questionnaire is anonymous and the answers will be recorded confidentially. Answer each question as indicated. If you are not sure about how to answer a question, please answer what you think is more right.

1. In which country is your organization located? _____
2. Type of legal entity?
 1. Governmental organization
 2. For-profit private organization
 3. Non-profit, non-governmental organization
 4. Other
3. Scope
 1. Local
 2. Regional
 3. National
 4. International
4. N. of employees/volunteers
 1. 1-3
 2. 4-10
 3. 11-20
 4. 21-30
 5. 31 or more
5. How long has your organization been active (years)? _____
6. What is the main focus of your organization?
 1. Migration
 2. Sport



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3. Education and Training
4. Management
5. Other

7. Does your organization are tackling the discrimination of migrants through specific actions?

1. Yes
2. No

8. Do you have migrants working within your organization?

1. Yes, as employees
2. Yes, as manager
3. Yes, as board members
4. Yes, as volunteers
5. No

**Note: If you answered "no" to this question, go directly to question number 13.*

9. On average, how much time (hours) do these migrants spend on work related tasks in a week?

10. On average, how much time (hours) do these migrants spend on training related tasks in a week? _____

11. Do, in your knowledge, migrants spend more/less/similar time than nationals on work related tasks? _____

12. Do, in your knowledge, these migrants spend more/less/similar time than nationals on training related tasks? _____

13. Would you like to include migrants in your organization?

1. Yes
2. No



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14. What level of education would you like migrants involved in your organization to have?

1. Primary studies
2. Secondary studies
3. University students
4. Master/PhD studies
5. Specific sport education

15. Do you think that migrants would like to receive training in sports management?

1. Yes
2. No

16. What additional skills and competences do you think would be helpful to migrants to advance their career? (you can tick up to 3 items)

1. Entrepreneurial
2. Language
3. Digital
4. Marketing
5. Financial
6. Communication
7. Management
8. Administrative

17. Evaluate the following statements based on your experience or perception, on a scale of 1-5 as follows: 1 - completely disagree, 2 – mostly disagree, 3 – neither agree nor disagree, 4 – mostly agree, 5 – completely agree:

1. Migrants enrolled in Sport organizations are usually more successful than in other sectors in achieving personal expectations through professional career.
2. Migrants' national, social and cultural identities do not emerge as preventing them from achieving their goals in sport more than, in my experience, happens in other sectors.
3. Migrants, in Sport more than in other sectors, let usually emerge a need to enhance their knowledge, skills and competencies in order to increase their possibilities to advance to managerial position
4. Migrants, in Sport more than in other sectors, usually show to be able to adapt their knowledge to the requirements of sports management in a flexible way



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5. Migrants let emerge a specific need for support for career planning more than in other sectors

ANNEX 2. Questionnaire for migrants

Instructions: This questionnaire is anonymous and the answers will be recorded confidentially. Answer each question as indicated. If you are not sure about how to answer a question, please answer what you think is more right.

1. Gender:

1. Female
2. Male

2. Age:

1. Under 18 years
2. 19-25 years
3. 26- 35 years
4. 36-45 years
5. 46 years or more

3. How do you consider your state of overall health?

1. Weak
2. Fair
3. Good
4. Very good
5. Excellent

4. Place of birth:

1. Africa
2. Asia
3. Europe
4. Oceania
5. South America



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6. Central America
7. North America

5. Educational attainment
 1. Less than high school
 2. High school only
 3. University studies
 4. Master/PhD studies

6. English proficiency
 1. No knowledge of English
 2. Elementary level of English (A2)
 3. Intermediate level of English (B1/B2)
 4. Advanced level of English (C1/C2)

7. Linguistic skills in the host country
 1. No knowledge of language
 2. Elementary level of language(A2)
 3. Intermediate level of language (B1/B2)
 4. Advanced level of language (C1/C2)

8. Digital skills
 1. No knowledge
 2. Basic computer skills
 3. Middle computer skills
 4. High computer skills

9. Do you currently have a job?
 1. Unemployed
 2. Volunteer
 3. Part time job
 4. Full time job

10. Are you currently undertaking any education?
 1. No training
 2. Yes, non-formal training less than 10 hours a week
 3. Yes, non-formal training more than 10 hours a week



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4. Yes, formal training in secondary level
5. Yes, formal training in tertiary level
11. Do you have any training in sport management?
 1. Yes
 2. No
12. Would you like to be trained in sport management?
 1. Yes
 2. No
13. Evaluate the following statements related to you on a scale of 1-5 as follows: 1 completely disagree, 2 mostly disagree, 3 neither agree nor disagree, 4 mostly agree, 5 completely agree:
 1. I have succeeded in integrating personal background with my professional growth.
 2. My personal roots and cultural background have prevented me from achieving my goals in sport
 3. I need additional knowledge and skills in order to advance my career at managerial position
 4. I am able to adjust my knowledge to the requirements of sports management in a flexible way
14. What additional skills and competences do you think will help you advance your career?
(you can tick up to 3 items)
 1. Entrepreneurial
 2. Language
 3. Digital
 4. Marketing
 5. Financial
 6. Communication
 7. Management
 8. Administrative
 9. All of them
15. Point out your main personal expectations through your professional career (you can tick up to 3 items).
 1. Earn more money



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2. Obtain a management position
3. Obtain job stability
4. Expand my knowledge and training
5. Ensure a better future for my family
6. Put into practice the knowledge acquired in my academic training
7. Beat myself
8. Integrate fully in society



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